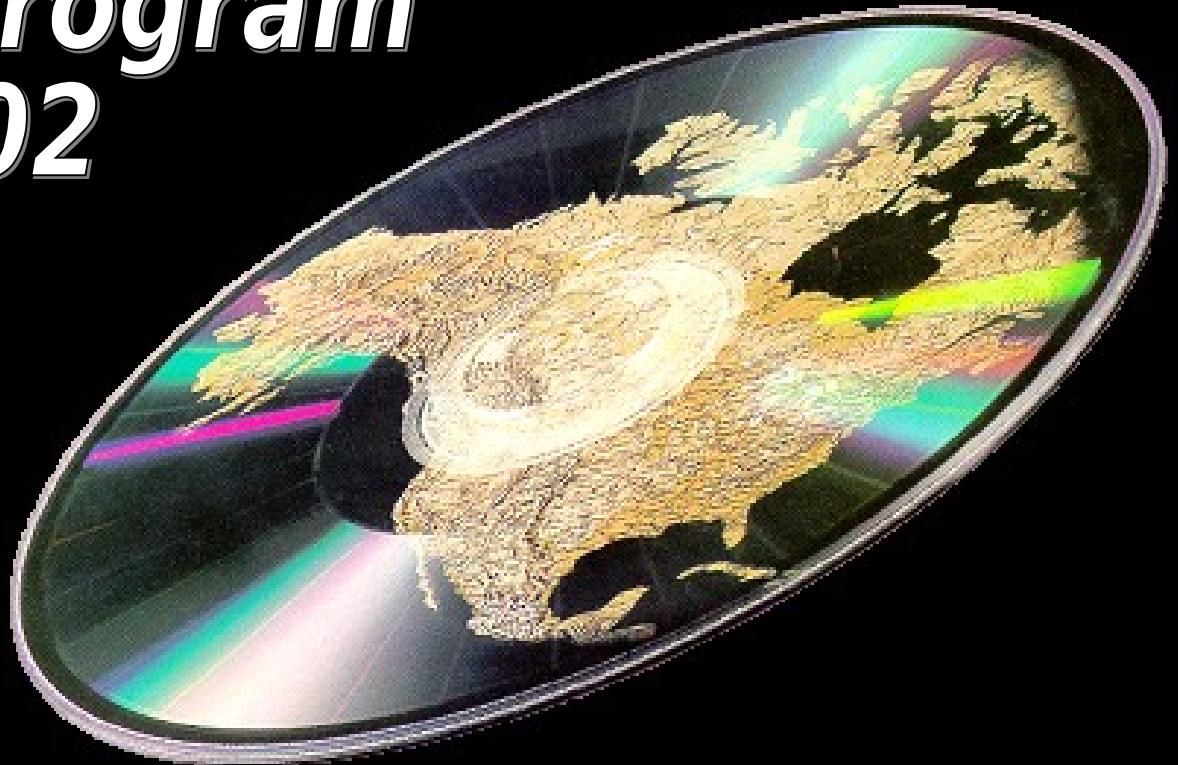


***The
Communications
and
Information
Career Program
2002***



Overview

- **Mission**
- **New Way of Doing Business**
- **Self-Development**
- **Responsibilities**



CICP Mission

To develop and provide committed individuals with the full spectrum of communications, information management and visual information technical and managerial professional qualifications dedicated to understanding and serving operational mission needs.

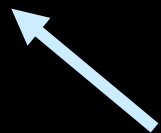


Position

Coverage/Registration



- Positions Covered:
 - All GS 9-15 (IM)
 - Supervisory GS 11-12 (SC)
 - Non-Supervisory GS-11/12
- Optional Coverage
 - All GS 13-15 (SC)
- Registration:
 - GS 7 (IM)
 - GS 9 (VI)
 - GS 11 (SC)



You don't have to do this to register -
use the WEB ... don't forget list server!

New Way of Doing Business



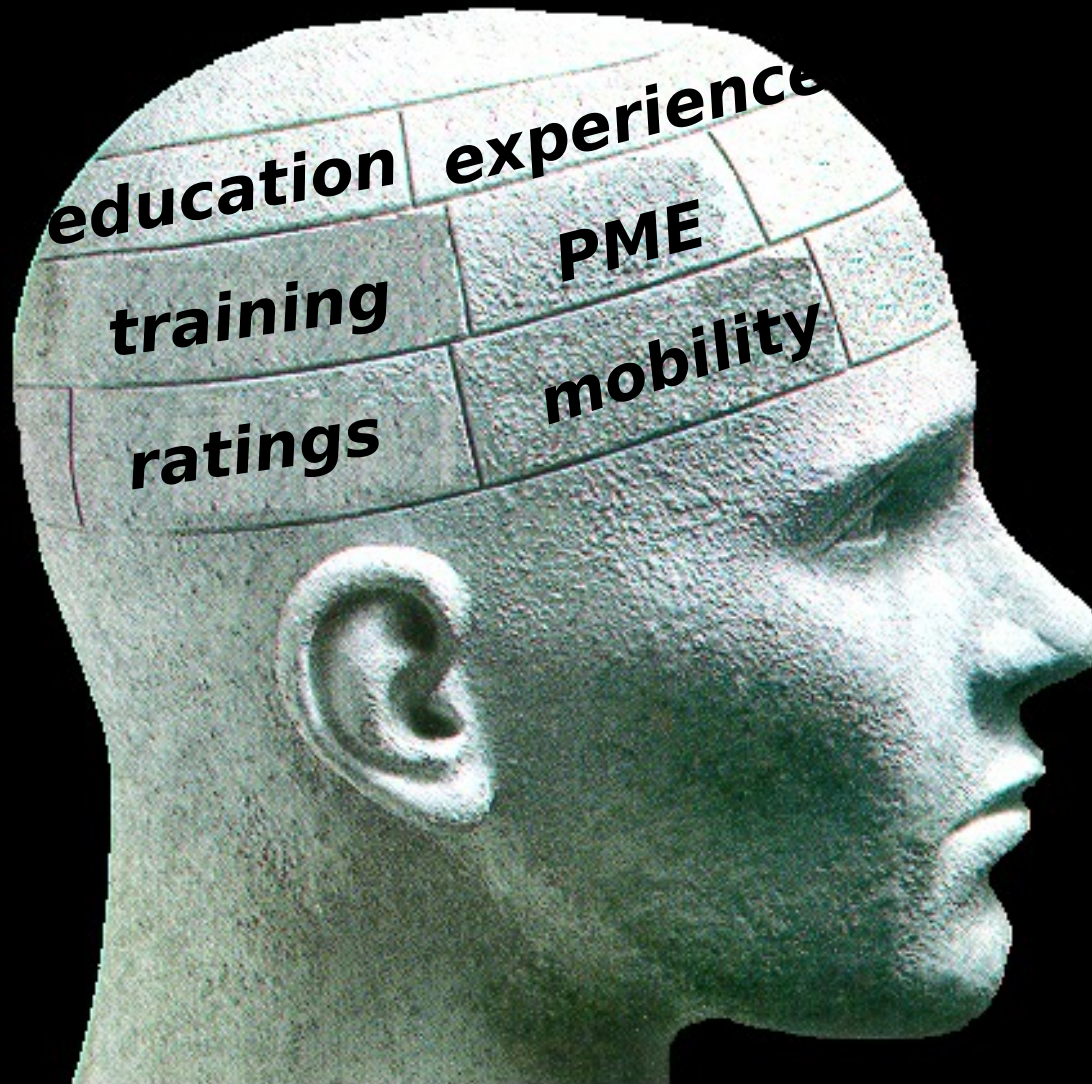
- **Self-Nomination: NOW**
- All positions advertised -
USA
jobs; **list-server (10 days max!)**
- Must self-nominate on
WEB
to be considered -
No automatic referrals
- Skill codes will be used
- **Self-nomination does not**

New Series and Skill Codes

- **2210 - Information Technology Mgt Spec**
 - Includes all 334 positions
 - **Does not include:**
 - Info Mgt
 - Visual Information
 - 391 - Telecom Spec
 - 854 - Engineers
 - 1550 - Comp Scientists
 - Human Resource Mgt
 - Computer Clerks or Assi
 - Computer Operations
- **New Skill Codes being developed**



Whole Person Score



PALACE Acquire (“Intern”)

- **Major Force Renewal Effort:**
 - **3.45 GPA or Top 10% of Class**
 - **2.95 GPA - S&E**
- **3 Yr Training Program (Plans, Rotation)**
 - **IM GS 7-9**
 - **SC/VI GS 7-11**
 - **S&E GS 7-12**
- **Recruit/retain:**
 - **Special IT Salary Rate**
 - **Payback of student loans**
 - **Payment for 1st duty move**
- **Develop Leadership/ Team Skills**



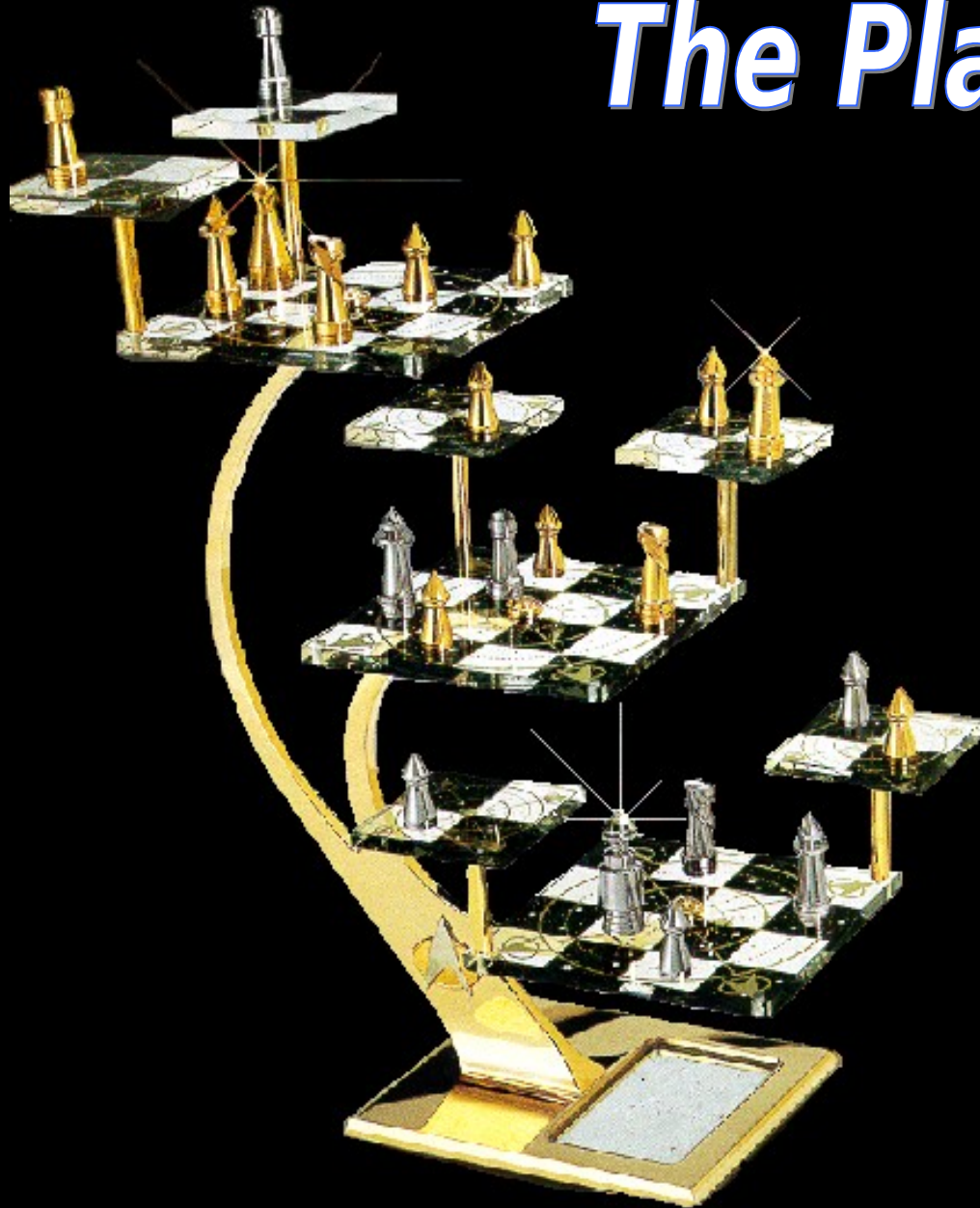
Career Broadener

- 24 Months Developmental Experience
- High potential registrants
- **Must have a Degree**
- **Mobility Agreement**
- **“Take-back” agreement -
Only used if no offer**
- **Non-sup, temp promote**
 - **GS - 12 (IM/VI)**
 - **GS - 11/12 (IM→ SC)**
 - **GS - 13 (SC)**
- **15 Positions**



Do you have the vision?

The Playing Field





**DO YOU THINK YOU WILL ONLY
GET
PROMOTED WHEN PIGS FLY?**

You Hold the Key to **Your Future**

- **Education**
- **Interviewing Skills**
- **Communication Skills**
- **Experience**
- **PME**



Tuition Assistance

- Last 2 yrs of BS or MS only
- **Registrants:**
 - Limited: 75% of tuition or \$187.50/semester hour (whichever is less)
 - \$3,500 per year cap
- **PAQ and Acq:**
 - \$6K (B)
 - \$8K (M) life cap
- **CICP PAQs:** 100% /class
- **Acq:** 75% /class



Training

- **Short/long term: Technical Mgt Professional & Executive Development**
 - **Req via Career Enhancement Plan**
 - **Courses listed in AF Career Program Training Guide (WEB)**
 - **Short notice list**
 - **Refresher training: 1/yr @ 75%, regardless of degree**
 - **Less funds = less training**
 - **Goal: 1 training class/person/3 yrs**



On Line Capabilities

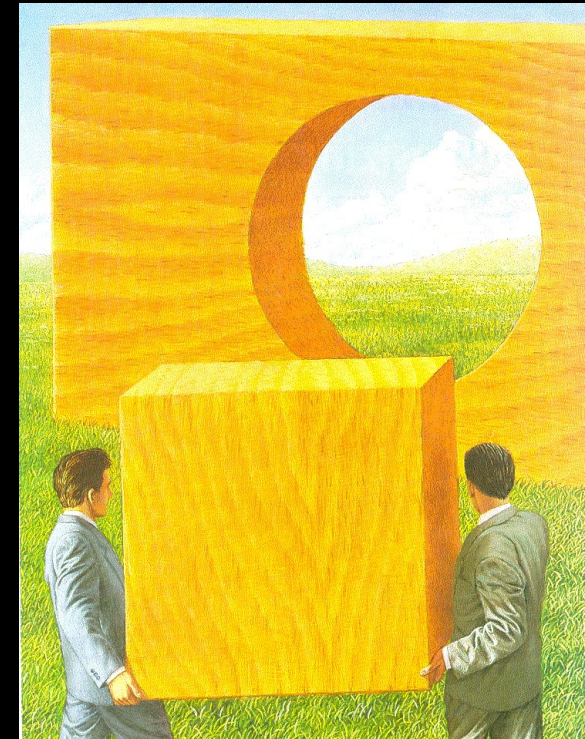
- **Registration:**
 - Must be registered to get training
 - Every registration = new registration
- **Subscribe to Listserver**
- **Self-Nomination:** No guarantee of referral
- **Records Review:**
 - Penalties/Restriction (1 yr for all)
 - Training History
 - Education
 - Registration



Responsibilities- CICP

- **Ensure Equity: Competitive Position Fills**
- **Provide AF Wide listings of highly qualified candidates**
- **Pay PCS costs for career program fills**
- **Provide training & tuition Assist (Based on Funds Availability)**
- **Provide career counseling**

What We Can't Do →



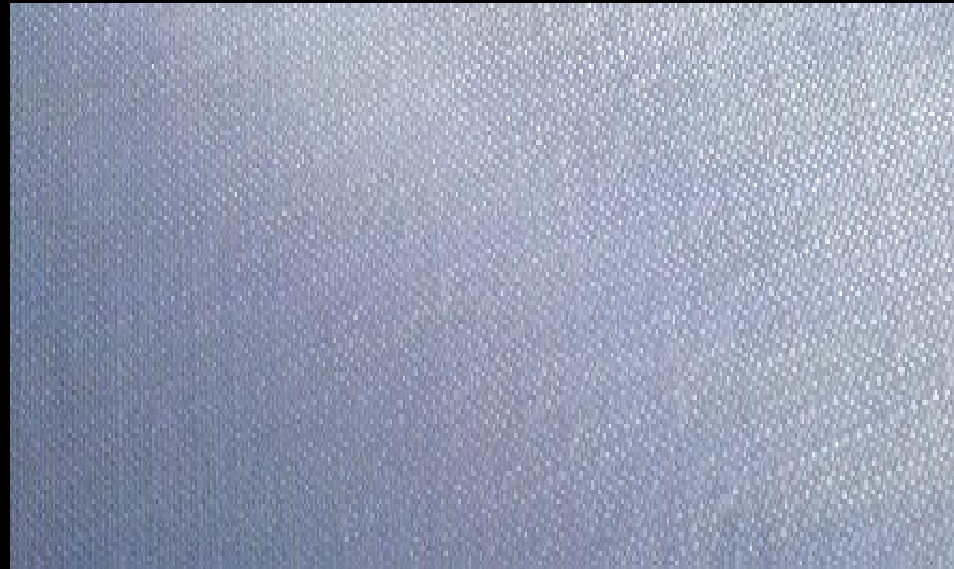
Responsibilities- Management



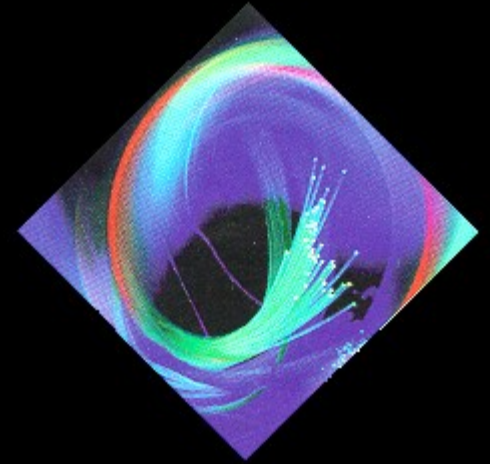
- **Pass information to your employees**
- **Be familiar - civilian personnel procedures**
- **PDs - describe req skills, not a person**
- **Mentor personnel**
- **Provide formal training with your funds**
- **Give honest feedback/ appraisals**

Responsibilities - Employee

- **Register** - Only way to get training
- **Accuracy** automated records
- **Sign up** for list server
- **Check the WEB** for announcements
- **Career Enhancement Plan (CEP)**
- **Awareness:** what is offered
- **Respond to training & development calls**
- **Career Path Choices**
- **Make yourself competitive!**



To Contact CICP



- **Phone:** DSN: 665-3691/2263
- **FAX:** DSN: 665-2358
Comm: (210) 565-2358
- **E-mail:** cicp@randolph.af.mil
- **Mail:** AFPC/DPKCI
555 E Street West Suite 1
Randolph AFB TX 78150-4530
- **WWW:** <http://www.afpc.randolph.af.mil/cp/cicp>
- **List Server:**
Sign up through the CICP WEB page